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## FEATURES OF HUMAN RESOURCES TO ENSURE ECONOMIC SECURITY OF REGIONS

*The article highlights the essence of an important factor of the regions' economic security - human resources. To understand the nature and role of “human resources” for the development of the economy of any country, it is advisable to reveal the four main factors of production: land, labor, capital, enterprise. The quality of human capital in Ukraine is analyzed, namely: human resources; categories of human development; living standards; epidemiological situation caused by coronavirus; wages on a regional basis. The strategic goals of human capital development in the system of economic security of regions are considered: development of health or physical capital, capital of scientific and innovative creativity, as well as intellectual and educational capital in terms of additional education, professional retraining. The priorities of human resources formation in the context of innovative development of regions are described. Threats to the economic security of the regions related to the state of human resources have been identified.*

**Key words:** *human resources, economic security of regions, human development, threats, region, human capital.*

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**Formulation of the problem.** At present, the issue of ensuring the economic security of the regions is a condition for stability, efficient functioning of society, achieving sustainable economic growth and independence of the state. This is due to the fact that the economy is the basis for the development of the individual, society and the state as a whole, therefore, the concept of economic security will be incomplete without assessing the viability of the economy, its resilience to external and internal threats. Economic security is a set of internal and external conditions that contribute to the effective dynamic growth of the national economy, its ability to meet the needs of the individual, region, society and state, to be competitive in foreign and domestic markets, resistance to various challenges.

The urgency and insufficient study of the problem of the impact of human resources on the economic security of the regions determined the choice of the topic of this article.

**Analysis of recent research.** The works of such scientists as: O.M. Bandurky, V.Ye. Dukhova, O.V. Zayarniuk, O.Yu. Ivanova, V.I Laptev, V.G. Nikiforenko, K.L. Petrova, O.V. Storozhuk, I.M. Chervanova and others.

**The purpose of the publication** is to highlight the features of human resources to ensure the economic security of the regions.

**Task:** - defining human resources;

- to analyze the quality of human capital in Ukraine;
- consider the strategic goals of human capital development in the system of economic security of the regions;
- to characterize the priorities of human resources formation in the context of innovative development of regions;
- identify threats to the economic security of the regions related to the state of human resources.

**Presenting main material.** The economic security of the regions is determined by many factors. However, in modern conditions, the determining factor is human resources. Adam Smith, the founder of modern economic theory, noted that the decisive role in the production of wealth belongs to the living productive forces of the worker, his skills and abilities, and increasing the productivity of useful labor depends primarily on improving the agility and skills of the worker. Improving the machines and tools with which it works [6].

Human resources is a complex category that reflects the person himself (group, team, nation) with a certain set of personal and professional, innate and acquired qualities, entrepreneurial ability, which he has, acquires and can develop both in social and labor relations, and in life processes of society as a whole. [3]

O. Bandurka notes that the main objects of sectoral and regional security are: - economic resources of the industry or region; - factors of production (fixed and current assets, etc.); - technological and economic infrastructure of the industry, region; - scientific and technical potential of the industry, region; - financial resources; - human resources; - and other [5, p. 144].

To understand the nature and role of "human resources" for the development of the economy of any country, it is advisable to mention four main factors of production: 1) land (including all other natural resources) 2) labor (human resources) 3) capital (including all man-made resources) 4) enterprise (which combines all the above resources together for production, product creation) [2].

The capitalized human resource is the economic essence of society and is the system-forming basis for the development of a new economy - the knowledge economy. The latter is based on knowledge and their information support, because they are increasingly increasing the added value of the gross product and national wealth in general [4].

Our large European country with a population of over 40 million people, the presence of a large number of scientists and engineers who are valued in the world, as well as more than 70 percent of people with higher education. Ukraine ranks first in the category of "contribution to the development of science and technology" in the ranking of "The Good Country Index". Most regional centers have a strong research and educational base, which is provided by regional research institutes, higher education institutions with the appropriate human resources, which in the future may become the basis for the creation of research and production and innovation development centers. Every year Ukraine graduates 130 thousand engineering specialists. The country is among the leaders in Central and Eastern Europe in the number of IT professionals.

There are significant differences between Ukraine and the world's leading countries when it comes to the well-being of the population. In 2019, Ukraine ranked 88th out of 189 countries according to the Human Development Report published by UNDP. This positions Ukraine in a high category of human development with a value of the Human Development Index of 0.75. During the period from 1990 to 2018, the value of Ukraine increased from 0.705 to 0.75, that is by 6.3 percent. During the same period, life expectancy at birth in Ukraine increased by 2.1

years, the average number of years of study increased by 2.2 years, and life expectancy increased by 2.7 years.

However, the standard of living, which is measured by the gross national income per capita of Ukraine, decreased by approximately 25.6 percent during 1990-2018. The results of the study identified in the report show that the reduction of the middle class, high levels of informal and precarious employment, social protection problems, emigration of skilled and young workers and a sense of inequality before the law exacerbate the problem in Ukraine and the regions. Differences in basic living standards are diminishing, but new forms of inequality are emerging due to unequal access to technology and education.

According to the results of the calculation of the regional human development index conducted annually by the Ministry of Regional Development, there are significant differences in the indicator of human development among the regions. According to data for 2018, in nine regions (2017 - 13 regions) the value of the index is lower than the average in Ukraine (Kherson, Zhytomyr, Kirovohrad, Rivne, Chernihiv, Cherkasy, Dnipropetrovsk, Khmelnytsky, Sumy regions). Thus, the level of human development in these regions requires special attention from central and local executive bodies, local governments [1].

The epidemiological situation in Ukraine as of March - May 2020, associated with the spread of acute respiratory disease COVID-19 caused by coronavirus SARS-CoV-2, indicates the presence of problems with the logistics of health care facilities, the inefficiency of the system anti-epidemiological protection in the regions and the health care system in general, which can not adequately respond to emerging challenges [1].

The level of human development is also affected by the low mobility of the population of the regions and its adaptability to retraining, which leads to an imbalance in the regional labor market. The low mobility of the population is explained by low incomes and high cost of housing in large cities and agglomerations, where there are jobs, difficult access to basic services, especially in the field of health and education (priority services for urban residents), etc. According to the Democratic Initiatives Foundation, between 1995 and 2015, only 47 percent of citizens visited different regions of Ukraine, 18 percent did not travel outside their city or district, and almost 14 percent did not visit their region.

Low population mobility affects the formation of population cohesion: mutual alienation between residents of different regions is multiplying, and horizontal ties are weakening. Factors that led to this situation are the imperfection of transport, in particular rail.

Traditionally, there is a significant gap in wages on a regional basis: the largest in April 2020 was the average wage in Donetsk region (12473 hryvnias) and Kyiv (15278 hryvnias), the lowest - in Chernivtsi region (7560 hryvnias) [1].

The most relevant and necessary in the context of ensuring the economic security of the regions is the development of health capital, capital of scientific and innovative creativity, as well as intellectual and educational capital in terms of additional education, retraining and more. Strategic goals of human capital development in the system of economic security of regions [6, p.99]:

1. Capital of health or physical, it includes: increasing life expectancy, reducing mortality, including in working age, increasing healthy life expectancy, reducing working time losses due to temporary disability.

2. Capital of scientific and innovative creativity, it includes: definition and support of priority directions of innovative activity of regional and local levels, production of intellectual property for innovative development of economy of region, financial support of implementation of innovative projects, support of mobility of scientists, continuous training, internship and personnel exchange between research organizations and universities, establishing international

academic ties and partners, teaching the basics of innovative entrepreneurship (researchers gain knowledge and skills for the commercialization of research, training of specialists in innovation management).

3. Intellectual and educational capital, it includes: development of a training system focused on the implementation of international requirements for the training of scientific and engineering personnel, including innovation management and training standards, training and certification of specialists in the field of innovation, development of specific professional retraining, professional development in organizations, in the workplace, elimination of disparities in the educational system in accordance with the needs of the labor market.

Priorities of human resources formation in the context of innovative development of regions:

- Individualization of educational and professional activities, the foundations of which should be laid in the system of general secondary education; introduction of a school course on the basics of starting your own business;

- Development of state programs to support young professionals who will be sent to rural areas;

- Creating conditions for the formation of a highly competitive environment that will encourage employees to self-development, increase the level of knowledge and skills;

- Defining an effective format of cooperation with key actors in the field of labor, creating conditions for the development of the mechanism of public-private partnership in the system of financing training through the formation of incentives to attract the business sector;

- Development of a targeted program to stimulate employment, self-employment and micro-entrepreneurship for internally displaced persons from the Crimea and Donbas, as well as servicemen demobilized from the ATO zone in order to reduce the scale of mass labor migration abroad;

- Activation of creative potential of people, development of highly skilled workforce; introduction of a program for finding and supporting young talents among schoolchildren and students in various fields (culture, science, etc.);

- Development of targeted programs for cooperation of business structures with higher education institutions: targeted training programs, research projects; use of firms and enterprises as a basis for industrial practice, research; involvement of employees of enterprises to participate in the educational process (development of curricula, lectures and practical classes).

Human resources is a complex category that reflects the person himself (group, team, nation) with a certain set of personal and professional, innate and acquired qualities, entrepreneurial ability, which he has, acquires and can develop both in social and labor relations, and in life processes of society as a whole.

There are reserves for human resource development in the regions, but a large number of transformations are needed, including at the regional level. Business plays a significant role in this, because it has significant resources and opportunities to influence human resources, but it is necessary to find a system of social sustainable influence on local government decisions and other entities that directly determine the quality of human resources in the regions [6, p. 100].

**Conclusions.** Of all the resources to ensure economic security, it is the human resource that is of paramount importance. The main threats to the economic security of the regions, related to the state of human resources, they include: insufficient efficiency of postgraduate and doctoral activities, the extreme complexity and duration of the process of reproduction of highly qualified scientists; strengthening the internal (interregional) "brain drain"; lack of effective measures of material and moral stimulation of innovative activity of young scientists and

experienced workers who have a scientific degree and the necessary potential for effective research activities; unpreparedness of the vocational education system of the region for changes, the need for which is determined by the adopted course for modernization and innovative development of the economy.

Ways to increase the economic security of the regions, associated with the deployment of work aimed at the rational use and reproduction of human resources. The primary need is the formation of strategic goals for the development of human resources in the direction of the following components: health or physical capital, capital of scientific and innovative creativity and intellectual and educational capital.

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